

SECRET

SUBJECT: OMS Productivity Trends and Accomplishments
During FY 1985

25X1

APPLICANT AND EMPLOYEE SELECTION ACCOMPLISHMENTS

The impact of the computerization and innovation in applicant/dependent medical processing has had demonstrable and significant results to date. The numbers of applicants medically processed has increased by 29% compared to a similar period in FY 84 (5,217 in FY 85 versus 4,067 in FY 84). More startling, however, is the fact that compared to FY 83 OMS processing has increased by 63% (3,191 in FY 83) with only a minimal increase in resources.

Full PATB screening and reporting requirements during FY 85 increased about 35% over FY 84 while all other testing/reporting categories increased about 37% over FY 84. A staggering 13,000 plus (5,300 FY 82) PATBs will have been processed in addition to an additional 4,300 other types of tests and test batteries for a grand total of over 17,000 individual evaluations produced. Thus, FY 85 PATB production exceeds that of FY 82 by about 145%. Beyond meeting these production requirements, PSD has established a new standard of excellence for turnaround times - less than four working days from receipt of raw test materials to finished report. These FY 85 accomplishments were made possible through the Computer Generated Report System (CGRS) which accepts raw test data and, in a process which emulates the analytic skills of Assessment Psychologists, generates a narrative report describing the test-taker's assets and liabilities vis-a-vis the Agency work environment. Intensive assessment procedures have been reviewed and revamped so that production capability in this vital area (especially in regard to candidates for the Career Training Program, has been increased by over 50% while reporting turnaround time has been reduced by about 50%.

In-house capability was developed whereby psychological testing is now available in support of CAD psychiatric evaluations. A pilot program to evaluate the feasibility of automating much of this testing was undertaken, as well as to extend these tests to all probationary employees in their third year.